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Cultivating Future Leaders: Faculty Leadership Seminar at Clermont College

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Cultivating Future Leaders: Faculty Leadership Seminar at Clermont College

Like many colleges and universities, ours faces the challenge of cultivating future department chairs and other academic leaders. Given the preference for internal development of leadership, the current department chairs and Office of Academic Affairs developed a leadership seminar, a year-long series of workshops and roundtable discussions for faculty from every department. The leadership seminar alternates with a broader-based, informal leadership discussion series every few years. The seminar was designed to be an intensively focused look at what department chairs do and what skills are needed for those who are interested in becoming department chairs in the future. The leadership discussion series was designed to offer more inclusive and informal faculty leadership development brown bag sessions on a wide variety of topics. While anyone was welcome to attend these discussions, we intended them for committee chairs, members of faculty senate, and others involved in shared governance who might want some support or advice about handling those roles more effectively.

During this session, I will offer an overview of both the more-formal leadership seminar and less-formal leadership series developed at the University of Cincinnati Clermont College. Based on personal experience, I will describe how we developed the program, selected participants, topics and speakers, and what worked best and what worked less well based on a survey of leadership seminar attendees. I will also offer participants time to discuss possible alternative formats, topics, and so on.

This presentation will focus on how to set up a similar program, and will allow department chairpersons to work on cultivating future leadership from within their own departments. Recommendations made will be oriented toward developing programs for participants' own institutions. The audience will be involved in a ten-fifteen minute discussion session at the end, and I will be available for further discussion with those interested in more detailed recommendations.